

CAPITAL
MARKETS
DAY ²⁰²¹

Capgemini

Harnessing the “New Normal”

Vincent Moreau

Group Leader «New Normal»






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New Normal brings added agility to our working model

01

Hybrid working model

- 40% to 50% of our activity done from home
- Flexible working time
- Regular physical presence to sustain social bonds

02

Agile global resourcing

- More effective deployment ; the right resources to the right client
- Borderless, larger and more diverse talent pool
- Pool of certified sub-contractors and free-lancers
- One single skills framework and harmonized assignment methods

03

Physical and digital workspace

- Less space, different space
- Flexible, collaborative and connected workspaces
- Digital workplace to enable virtual teaming and hybrid working
- Home equipment for health, safety and productivity

New Normal enhances our brand attractiveness among current and potential talent



More flexibility in work and personal organization

Wider opportunities to boost skills and careers

Increased organizational trust and autonomy

Greater inclusion and job accessibility

Reduced environmental footprint

New Normal brings key levers for our efficiency



Business travels

Main **levers**:

- remote delivery,
- greater virtual collaboration,
- increased work from home,
- borderless talent pool



Real estate footprint

Main **levers**:

- increased work from home,
- new space design with more collaborative spaces,
- flex office organization



Agile global resourcing

Main **levers**:

- more effective utilization and less fragmentation of resources,
- borderless talent pool and client opportunities

ALREADY IN ACTION

- Flexible work policy in deployment in all countries
- 4-year Real Estate transformation plan kicked-off
- Business travel capped at 50%

Drivers to build our New Normal

Be agile

Make our workplace, ways of working, resourcing processes and tools flexible, to deliver the greatest value

Be attractive

Provide best in class employee experience to attract and retain the best talent

Act sustainable

Integrate sustainability in every aspect of operations to reach our carbon neutrality goals

Be resilient

Ensure business continuity within an unpredictable world





People matter, results count.

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